NOTICE OF A MEETING
WORKFORCE TRACKING WORKING GROUP
MID-OHIO REGIONAL PLANNING COMMISSION

HYBRID MEETING

July 18, 2024, 10:00 am – 11:00 am

PURPOSE

Discuss Results for America prior art for job quality evaluation. Review and re-evaluate working group major activities and SMART goals.

DESIRED OUTCOMES

- Working group members will have a shared understanding of how Results for America defines job quality and the best practices they advocate for evaluating job quality.
- Working group will reaffirm existing major activities and SMART goals or will articulate revisions to propose to RDAC.

AGENDA

1. **Welcome & Introductions** [5 minutes]

2. **RfA Workforce Fellowship update** (Kier Scott) [10 min]
   a. Summary of July 17 kickoff meeting

3. **Discuss Results for America Job Quality Playbook contents and how it might inform our work** [20 min]

4. **Review and discuss working group major activities and SMART goals** [20 min]

5. **Review next actions and assign to members** [5 min]

6. **Adjourn**

Please notify Adam Porr at 614-233-4216 or aporr@morpc.org to confirm your attendance for this meeting or if you require special assistance.

Next Workforce Tracking Working Group Meeting
August 22, 2024 10:00-11:00

MEETING NOTES

Full meeting recording available here: MORPC Workforce Tracking Working Group-20240718_100018-Meeting Recording.mp4

Summary of RfA Fellowship (comments attributed to Kier unless otherwise noted)
- Kier won the trivia section!
- Focus on defining concept of job quality, highlight job quality toolkit
- Facilitators asked us to comment on what made our own jobs good
- Discussed 3 categories, 8 principles of job quality
- Kier thinks that maybe we need different approach. We could be overthinking.
- Rubric is a way of defining what we agree on as a region
- Dave: Maybe we don't need regional agreement, but need a definition at least. Can downselect to what we can track with data.
- Many groups have agreed on livable wage for our region ($22)
- Dave: Likes idea of starting with wages. We can recommend standard without having benchmark.
- Benefits and schedule are important, but less data available
- Dave: Could consider commute time, cost of living, on site childcare
- Can we adapt an existing framework for our region? Wages + benefits + scheduling
- Bill: One benefit of doing this is to pull spotlight away from exclusively pay, educate people on other aspects
- Want to be able to say X% of jobs in our region are high-quality jobs
- Dave: Diversity of workers. Staff in a firm should reflect the people of the commute-shed.
- Bill: Commute times could take us into the weeds. People willing to commute further for higher paying jobs. Has had success getting count of workers by zipcodes for employers.
- Dave: Let's start defining our rubric
- Kier: Next goal should be to retrofit RfA standards
- Adam: Can we adopt principles that we can't measure?
- Bill/Kier: Sure
- Kier: Feds are working to improve data collection
- Bill: Living wage depends on household. Look at average people in household. Look at Ohio Community Action Agency tool.
- Kier: Once we define standards, we can evaluate industries against the standards
- Dave: Liveable wage is also dependent on number of earners in household.

Next steps for defining standards:

- Consensus: Come up with a draft first, then solicit feedback via outreach
- Get approval from RDAC, seek feedback from Commission via RDAC presentation. Maybe resolution for adoption?
- Kier: Seek feedback from Ohio Workforce Association, economic development partners, employers (via Aspyr, OneColumbus)
- Dave: Also academic partners
- Bill: Include Josh Hawley at OSU
- Kier: Do we want all 8 principles?
- Dave: Fewer is probably better
- Adam prefers earnings, schedules, benefits
- Kier: Plus voice and representation (training, unionization)
- Dave: Environment and culture via diversity

For next meeting:
- Conduct a prioritization exercise to select standards
- Kier will share local resources to inform selection
- Adam will create a tool to capture group input